

**Initial Proposal of the  
Millbrae School District to  
California School Employees Association Chapter #561**

June 22, 2017

This is the Millbrae School District's (District) initial proposal to the California School Employees Association.

***Introduction***

***“Sunshining” Requirements.*** Before these negotiations may commence, State law (Government Code section 3547) requires the District and Association to “sunshine” initial proposals at a public meeting and to afford the public the opportunity to be informed about and to express itself on those proposals. State law also requires the Board to adopt its initial proposal. This initial proposal will first be shared at the Governing Board's June 27, 2017 meeting. The initial proposal will then be presented to the Board, for recommended adoption, at the July 18, 2017 meeting.

***Focus on Ensuring Alignment between District's Philosophy and Local Control***

***Accountability Plan.*** The District leadership, staff, parents and community stakeholders have all contributed to establishing the following LCAP goals:

**Goal #1** Implementation of California State Standards

**Goal #2** Multi Tiered Support for ALL Learners

**Goal #3** Increase School Connectedness/Importance of Relationships

***Economic Climate for the District.*** The Local Control Funding Formula has helped District finances and the District has provided increased total compensation over the last three school years. The District's Local Control and Accountability Plan (LCAP) must also be considered in relation to total compensation increases.

The District Negotiation Team's approach at the table will continue to be guided by the Governing Board's focus on alignment between District's philosophy and local control accountability plan, student success, and fiscal responsibility. For the past several years, the Board has negotiated with the Association to provide substantial total compensation increases. As set forth below, the District proposes a one-year agreement with the Association.

**Article XV Promotions:**

The District proposes to update the promotions language to ensure consistent practice and protocols are followed.

**Article XVI Transfers:**

The District proposes to update the transfers language to ensure consistent practice and protocols are followed.

**Article IX Salary and Compensation:**

The Board is committed to utilizing available resources to make a balanced investment in the continuing success of our schools for the benefit of the students and District community we serve. Specifically, this means supporting people, programs and operations, all of which are necessary to meet our core mission of providing a quality education. The Board proposes to negotiate fair and equitable adjustments in total compensation (salaries and benefits) in a manner that preserves the fiscal health of the District in the long term.

**Article XXXIV- Negotiations and Effect of Agreement:**

Update the article to reflect the successor agreement

The District reserves the right to reopen on other matters in addition to those set forth above in accordance with the sunshining requirements of Government Code section 3547, section (d).